

**Minutes
Personnel Review Commission
Special Meeting
January 22, 2013**

LOCATION: Municipal Building Room 208

COMMISSIONERS PRESENT: Councilwoman Hope Kasper, Chairwoman
Councilwoman Deborah Kleckowski
Councilwoman Mary Bartolotta

STAFF PRESENT: Kathleen A. Morey, Acting Director of Personnel

PUBLIC PRESENT: Mayor Daniel Drew, Kori Wisneski, Deputy City
Attorney, Police Chief McKenna, Michael Timbro,
Christine Bourne-President AFSCME Local #466,
Public Works Director Bill Russo, Anthony Lepore-
Teamsters Local #671, John Milardo, Captain John
Lozefski, LT. Paul Maturo, Sean Beals.

1. Meeting Called to Order by Councilwoman Kasper

The regular monthly meeting was called to order at 7:05 p.m. by Councilwoman Kasper.

2. Public Hearing

Councilwoman Kasper opened the public hearing at 7:05 p.m.

Tony Lepore spoke to Agenda Item 3B, Assistant Superintendent of Sanitation position, bullet 5 in the job description, stating this language may have been in the job description but the intent is for incidental need, not to have a route assigned. He added that the language changes in the first paragraph were agreed to in a meeting with Joe Samolis but there was no discussion about "performing recycling pick-ups". The main job is to supervise, not to pull a route every day.

Christine Bourne stated that this used to be a 466 position and then it became a Teamsters position. She thinks that by error this language was kept in the job description and it was not the intent to have a supervisor performing 466 work. Local #466 wants that bullet removed because it is 466 work.

John Milardo stated that originally this job belonged to 466 and Jim Lane petitioned to join MMPA (today's Teamsters). The intent was not to drive a route.

Councilwoman Kasper closed the public hearing at 7:15 p.m.

3 New Business:

A. Vetting of Deputy Chief of Police Candidate – Michael Timbro

Mayor Drew began by introducing Captain Timbro as an 18 year veteran of the Police Department who has virtually held every position; he is a bright problem solver with an

RECEIVED
13 FEB - 6 AM 10:23
TOWN CLERK
MIDDLETOWN, CONN.

analytical brain. During the last year he helped the Chief by assisting with the budget, he is knowledgeable of the State & local laws, he is incredibly thorough, and the good men and women in the department deserve Captain Timbro as their Deputy Chief.

Chief McKenna added that he (Timbro) has a proven ability, he can take over the department in my absence and not skip a beat and he believes that Captain Timbro has completely satisfied the requirements of the position.

Councilwoman Kasper asked Captain Timbro about his goals for the department. Captain Timbro stated his goals line up with those of the Chief. He will improve morale, he will be the contact between the Union and the Chief, he looks forward to revamping antiquated rules and he would like to move forward with accreditation. His goal for the short-term is to update policies and procedures, continue working with the Board of Education on school security issues.

Councilwoman Kleckowski stated her appreciation for the work he has done with the budget and asked now that officers are going into the Community, how or do you see the budget going through with that? Captain Timbro responded that 80% of the budget is salaried and there are many variables when there are people out, adding if we can get to full strength (manpower) it will help with the walking beats. He added that the workers comp and light duty is off the charts this year, but maybe we could look into a Wellness Program that can help our officers. Captain Timbro added that he would like to help facilitate more grant research.

Councilwoman Bartolotta asked Captain Timbro what are his strongest attributes. Captain Timbro stated all the various divisions in which he has worked during his 18 year career at the department. He added that he intends to stay connected with all of the officers and at times he would like to still work during hours of patrol, night shifts in order to stay connected.

Councilwoman Bartolotta made a motion, seconded by Councilwoman Kleckowski, to approve the appointment of Captain Timbro to the Deputy Chief of Police position. The motion passed by unanimous vote.

A motion was made by Councilwoman Kleckowski and approved to recess for five (5) minutes. Recessed from 7:55 p.m. until 8:00 p.m.

B. Assistant Superintendent of Sanitation – Job Modification

Kori Wisneski, Deputy City Attorney stated that this is the first time that we are hearing from Teamsters that the revised job description is not acceptable to them. She stated that this was passed on to union members and we have an email, dated January 3rd, Joe Samolis to Tony and then Tony (Lepore) replying "I'm fine with it". Kori stated to the Commissioners that what they have in front of them is what was agreed to. The purpose is to reiterate duties, the same as other working foreman, i.e. the Assistant Field Maintenance Manager. We are just reiterating what has been in this job description for years.

Councilwoman Kasper asked Director Russo if he was aware of the 466 concerns. Director Russo said he did meet with Chris, he added that this language has been in the job description for years and no one has ever raised any issues in all these years, adding "if something is in my job description and I'm assigned, I have to do it". Councilwoman Kasper asked if this would be incidental. Director Russo said his goal is to keep the department running efficiently, and no existing employees are getting hurt, he is just looking for ways to become more efficient.

Mayor Drew stated that we have to find ways to save money, consolidate, with no layoffs. The Mayor stated to the Commissioners that we are asking you to effectuate language change as we are looking for a working foreman. We are trying to clarify the job description with language that was there. Teamsters is asking us to fill one additional position, I am looking for ways to save the taxpayers money.

Tony Lepore added that he is offended, intent and past practice is important. He added that this was never discussed, that was not the intent at that meeting.

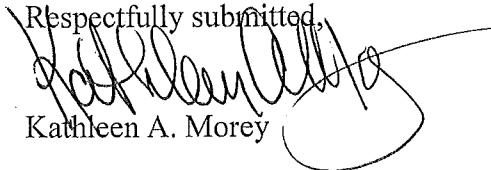
Mayor Drew stated that this is simply just to clarify duties that are already ensconced in the job description and that he is adamantly opposed to adding the word "incidental" as it will affect the Sanitation budget. After further discussion with parties expressing their concerns, Mayor Drew stated that we brought this to the union as a courtesy, not out of necessity as we wanted to work with them; however, the City is now withdrawing the changes to this job description.

Councilwoman Kleckowski made a motion to accept the move to withdrawal of this item. The motion was seconded by Councilwoman Bartolotta and passed by unanimous vote.

Adjournment

A motion to adjourn was made by Councilwoman Kleckowski and seconded by Councilwoman Kasper. The meeting was adjourned at 8:45 p.m.

Respectfully submitted,


Kathleen A. Morey

Tape counter: 011

Track 033:51:49